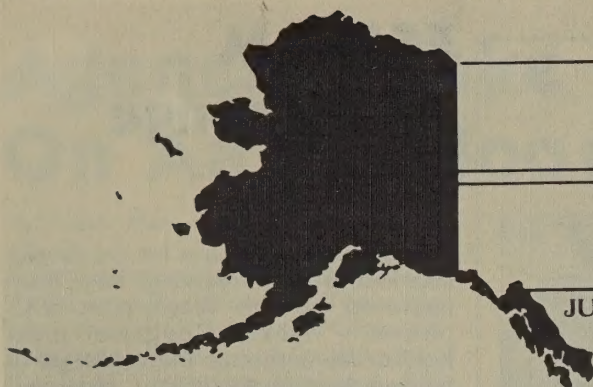


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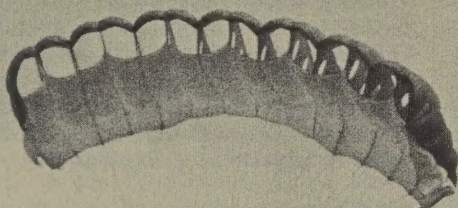


ALASKA PEOPLE

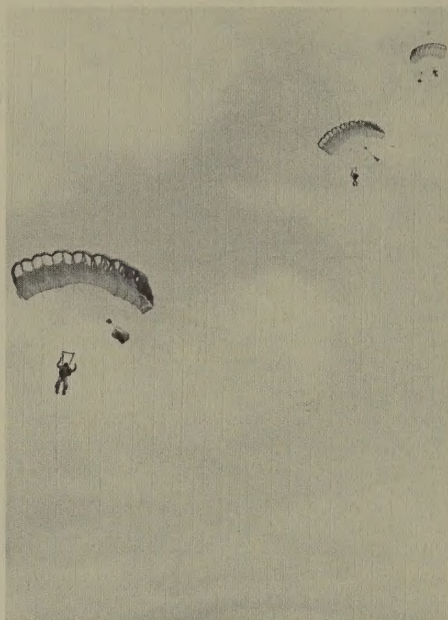
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ON THE COVER:

Alaska Fire Service smokejumpers practice jumping with the new Ram Air parachutes. The fire season is here, and AFS forces are ready.

photo by Dan Gullickson

COLA Update

A COLA update meeting was held in the Anchorage Federal Building May 17. Attorneys Ben McConaughy and Bob Mullendore presented an update on the class action suite. Judgement was entered for the Department of Interior on May 1, 1985. Barring any unforeseen problems, checks should come sometime this summer.

Enthusiasm is one of the most powerful engines of success. When you do a thing, do it with your might. Put your whole soul into it. Stamp it with your own personality. Be active, be energetic, be enthusiastic and faithful, and you will accomplish your object. Nothing great was ever achieved without enthusiasm.

RALPH WALDO EMERSON

Mary Bonin Honored As Federal Employee Of The Year

Mary Bonin of ASO's Conveyances Division is the winner of this year's Federal Employee of the Year Community Service Award. Bonin is the co-founder of Missing Children of America's Alaska information and referral program which assists families with missing children. She also organized the Alaska Children's Program through which 10,000 children have been finger printed.

"I think it is really neat to receive the award and I accept on behalf of all the missing kids everywhere. It's kind of like Alaska is saying 'We are speaking out for you'" says Bonin.

Bonin, who helped start the organization in 1982 says "Missing Children of America is now known nationwide. We are currently working with Channel 13's John Valentine to set up a television program showing pictures of missing children nationwide. The Alaska network will show pictures of children missing in the Lower 48 and the Lower 48 will show pictures of missing Alaskan children as well as Lower 48 children.

"This summer we plan to travel to the bush to finger print village kids and we will be assisting Fort Richardson and Elmendorf in a finger print program. A local Anchorage radio station will also be sponsoring a benefit picnic at the Park Strip featuring three children recently recovered from Australia."

Congratulations Mary on the well deserved award!



Mayor Tony Knowles presents the award to Mary Bonin.

FS/BLM Interchange Status

Implementation plans for the Alaska segment of the interchange have been approved by the Washington D.C. offices. Next, Congress must legislatively authorize the exchange of management responsibility. However, the following actions will occur in the near future prior to receiving legislative authority.

--Co-location of warehousing and radio maintenance facilities between the BLM-Anchorage District Office and the Chugach National Forest.

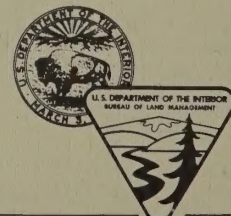
--Researching the cost-benefit ratio of establishing a cooperative communication link between the BLM-Anchorage District Office and the Forest Service Regional Office in Juneau to establish stations which will make automated lands records system data available to the southeast Alaska publics. There will be no transfer of records nor establishment of a normal public room within the Juneau Forest Service facility prior to legislative authorization.

Consider stationing a Forest Service employee in the BLM-Anchorage State Office Public Room to be responsive to public inquiry concerning mineral activity on national forest lands.

These actions are based on the premise of improving service to the public.

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Agencies Take Students On An Outdoor Experience

by Danielle Allen

Forty Copper Basin sixth graders got a cool dose of environmental education when they attended the first Glennallen Outdoor Day, May 8 on the grounds of the BLM Glennallen Resource Area office. Strong winds and unseasonably cool temperatures did not dampen the spirits of the students as they listened to and participated in talks on plant succession, recreation safety, geology, aquatics, fire safety and subsistence lifestyles.

The program organized by Kurt Kotter, BLM Glennallen resource area manager, was developed to expose students to aspects of natural resource management and apprise them of the expertise available from each of the participating agencies. Kotter, working with the Copper Basin School District, solicited the National Park Service, Alaska State Fish and Game, Alaska State Division of Forestry, and Copper River Native Association to participate.

BLM specialists gave three of the six talks. Mike Small, wildlife biologist, and NPS ranger, Brad Cella, spoke about plant succession and bore trees for age determination. Jeff Gross, forestry technician and Larry Kajdan, outdoor recreation planner instructed the children on how to properly use canoes, and rafts and, the danger of hypothermia. John Kato, geologist, gave a brief history of the formation of minerals and demonstrated the use of a Denver Gold Saver.



A student studies local flora.



black bear

In Anchorage, the BLM Anchorage District Office and Anchorage School District sponsored their 11th Annual Outdoor Week from May 20-24 at the BLM's Campbell Tract. The Glennallen Outdoor Day is patterned after the Anchorage program.

Each day in Anchorage more than 500 sixth grade students attended talks and demonstrations given by the BLM, National Park Service, Fish and Wildlife, Anchorage School District, Center for the Environment, ARCO, Alaska State Fish and Game, Corps of Engineers, Campfire, Jim Sumner's Dimond High School class, Alaska State Forestry, National Audubon Society, Forest Service, Minerals Management Service, Soil Conservation Service, and National Weather Service. Presentations ranged from gold panning, Native lifestyles to ecology games and weather observation.

A small black bear added some excitement during the week when he made infrequent appearances to the delight of the children and the dismay of their teacher. The black bear was constantly monitored by Dave Moberaten who says, "I don't think he was dangerous; he was more interested in their food than in them."



Plants hold a fascination for some students.



A sixth grader contemplates what he has just learned.

Yukon Territory Director Receives

by Sharon Wilson

Three top officials of the Yukon Territory toured the Fairbanks District Office and the Alaska Fire Service May 8-9 in a continuing move to share ideas and strengthen international fire agreements.

Murray Morisson, director general of the Department of Indian and Northern Affairs, Norm Denmark, director of Forest Resources and Bruce Chambers, director of Planning Coordination, received orientations on the structure of the two BLM organizations.

State Director Mike Penfold and Bob Arndorfer, chief of the division of conveyance management at Alaska State Office, accompanied the group.

There were several reasons for the trip, according to Morisson. "Both general and specific purposes are being served," he said. "Generally, we have many programs in the Yukon Territory that are similar in nature to BLM programs, such as management of the land resources and fire management. Also, many of our lands abutt, and we therefore have a common interest in proper management. Because of this commonality, I feel that it is only natural that we develop much closer lines of communication between us."

"Specifically," he continued, "the fire service in the Yukon Territory contracts a private outfit to provide smokejumper services. Since no one on the staff is familiar with the entire smokejumper operation from administration to jumping, we have no way to the control quality of the operation-to know that costs are justified; that the contractor is operating safely; and that the proper procedures are being used."

In an effort to become more familiar with the workings of the smokejumper operation, Keith Kepke, head of fire for the Yukon Territory and two staff members, Neale Wortley and Paul Butra, came to Fairbanks for seven days of intensive training with the AFS Smokejumpers. Morisson was able to check into their progress and see parts of their training during his visit.

The Visitors Tour AFS

After a tour of FDO's Division of Operations, the group went on to tour the AFS buildings and programs. Steve Nemore, chief of the technical section of smokejumpers, conducted the grand tour of the smokejumper loft, explaining the physical fitness, manufacturing, and rigging rooms and the drying tower.

In the manufacturing room, Morisson "suited up," while ex-smokejumper Mike Penfold checked his jumper suit for accuracy.

Canadian smokejumpers currently use the FS-10 round chute, and the group seemed impressed by the qualities of the RAM AIR parachute. "These RAM AIR square parachutes have much more maneuverability for landing accuracy than the round parachutes," explained Nemore. Their speeds are greater--instead of a forward speed of nine miles per hour, these chutes can move forward at 20-25 miles per hour. The parachutist can jump in higher winds, can maneuver into a spot with greater accuracy, and will have sort of a feather-light landing."

Morrison was intensely interested in the philosophy of the Alaska Fire Service concerning methods of firefighting and initial attack policies after discovering that the Alaskan and Yukon policies were directly opposite.

Morrison was intensely interested in the philosophy of Alaska Fire Service concerning methods of firefighting and initial attack policies after discovering that the Alaskan and Yukon policies were directly opposite.

Over the years AFS has decided that smokejumpers are its most effective initial attack system. Retardant loads are called in only if necessary, usually after a fire has been jumped. "Our jumpers are 91-95 percent successful at stopping fires at the initial attack stage," stated Nemore.

On the other hand, in the Yukon Territory where a small number of smokejumpers are on contract, retardant tankers and helicopter-borne firefighters are used as the initial attack force. The Yukon fire organization relies on the retardant to slow down the fire, providing precious time for the fire fighters to arrive at the site. "It would be extremely interesting to do a cost versus effectiveness comparison study of the two operations," said Morisson. "I'm really surprised that we act so differently on this subject."

Realizing that BLM-Alaska had a much larger operation than the Yukon Territory, the Canadians were nonetheless amazed at the magnitude of the fire organization. AFS has 92 to

94 Alaskan jumpers on board for the 1985 fire season, compared with 18 to be contracted for the Yukon fire organization.

"An Alaskan smokejumper will jump 12 to 20 fires in an average fire year," said Bob Quillin, training supervisor, "which is quite a bit more than the jumpers get in the Lower '48. The increased activity gives more experience which increases their skills."

Morrison was also interested in an evaluation of mobility of the smokejumpers versus the helitack system. Roger Trimble, Alaska Fire Service manager, agreed that between fires, the smokejumpers accomplished an unending amount of project work, such as minor maintenance on field fire stations, assistance to the district engineers, etc. "Additionally," said Trimble, "by living and working together as a group every season a great deal of esprit de corps is established, which creates greater motivation and leadership."

The BLM of Alaska and the Yukon Territory government have had an agreement to protect each other's lands within a 10-mile buffer strip either side of the border since 1971. At that time they agreed to give high priority to a fire on either side, and take immediate action in quelling a fire. "AFS has acted on one or two fires within that buffer zone every year since then," said Trimble. AFS provided major support during the Alberta fire in 1982 and the Watson Lake fire in 1983.

Many other things are shared with Canada, according to Trimble, such as the weather system, lightning detection, and joint communications. They are currently on our teletype network, receiving nightly situations reports.

"We have a great deal of technology that interests them--the initial attack system computerized warehouse and all our electronic wizardry," said Trimble. "This exchange of information started a long time ago. In 1969-70, Murray Morisson led an Alaska party through Ontario on a tour of fire facilities and technology."

The most positive impact of the agreements is that we can take immediate action," said Trimble, "and then there are the spin-off benefits of exchanging technology and ideas back and forth. On this trip, we continued to build the lines of communication between our agencies, not just about fire, but about experience, policies, regulations, organization of the agencies, and Native claims."

Grand Tour Of FDO And AFS



State Director Mike Penfold adjusts the straps on the smokejumper suit for Yukon Territory director Murray Morisson.

AFS smokejumpers practice on the tower before their first airplane jump of the year.



Andy Anderson, practice jump supervisor, assists Canadian smokejumper Keith Kepke to his feet after a hard landing on his first jump.



Photos by Dan Gullickson

Learning Centers

Professional Development On Your Own Time

by Sharon Wilson

Learning centers within districts of the Bureau of Land Management are a fairly recent innovation. A "learning center" is a room designed for a quiet, "library setting" providing an atmosphere conducive to easy concentration. It has facilities to listen to audio tapes or to watch video tapes, slide shows or film tapes as needed. Programmed individual study courses are a major feature.

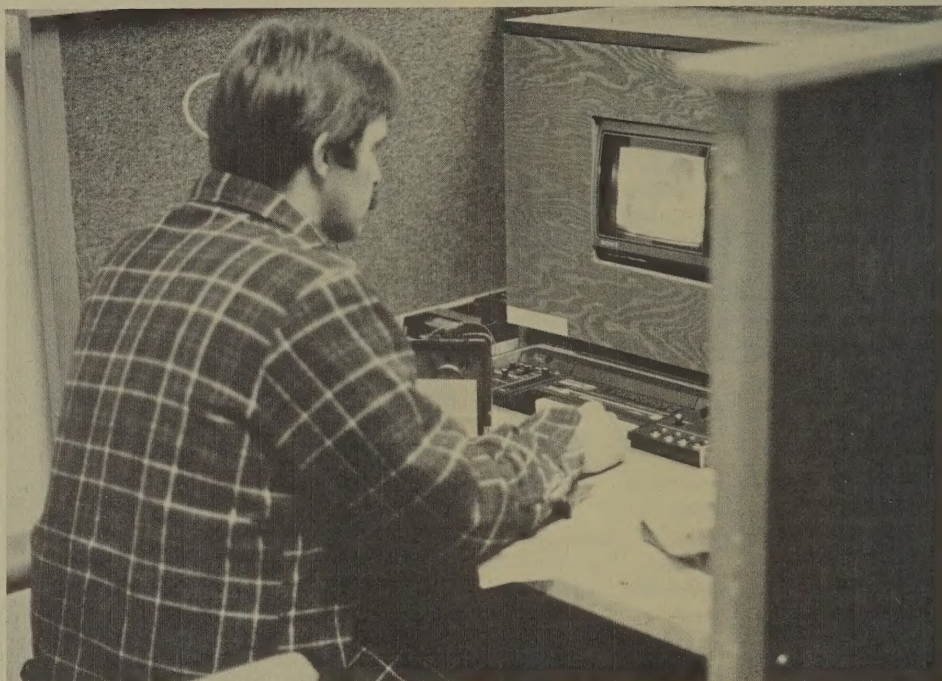
Learning centers were established to provide employees the opportunity to study at their own pace at a convenient time and location, to increase personal and professional skills and knowledge to improve job performance, and to pursue studies in different areas of interest for the sheer joy of learning.

Members of the public may also use the Learning Center when there are educational tapes available on BLM programs, progress, problems and major efforts in the management of public land. An example is the availability of a new videotape explaining the scope of the Teshekpuk Lake Special Area Study, which is a major project of public interest in the Arctic Resource Area at this time.

When Leon "Bud" Sweet became the employee development specialist for FDO approximately two years ago, the Learning Center was just beginning to emerge. The carrels (individual study desks) had been designed and built through the combined efforts of Bill Robertson and Jon Lyman in Public Affairs. Realizing that the budget for the new learning center was limited and carrels in the catalog cost \$2,500 each, Robertson and Lyman ordered materials, set up shop in the old "radio shack," and went to work. They improved the design, providing the capability for carousel projectors (this feature is not available commercially) and used a bolt-construction method which allows the carrels to be disassembled when moving is necessary. Robertson estimates it cost a fraction of the purchase price to build the two carrels, since the materials cost about \$300.

About six months later, the equipment arrived and was hooked up. The Learning Center presently resides just off the lobby of the Fairbanks District Office.

When the center first started, there were very few tapes, perhaps a dozen of mixed audio and video. Sweet has now amassed a library of 200 tapes, covering



Kevin Hamilton, training officer for hot shot crew.

a wide variety of training. A local catalog listing all tapes available at the Center and instructions on how to apply for a Learning Center course are given to all new employees who attend the District Newcomers Orientation. As changes occur, all supervisors will receive a revised copy. Those employees who have not received a copy may pick one up in the Employee Development Specialist's office.

"Clerical people tend to use the Learning Center more than others in the district," says Sweet, "possibly due to the lack of formal training through OPM for that field plus their eagerness to improve their career potential." He encourages supervisors to let all employees use the Learning Center during work hours on a regular basis.

Sweet also has catalogs listing tapes in the Alaska State Office, Anchorage District Office, and Denver Service Center. If an employee sees something that would be of value, Sweet can borrow the tape for use within the Fairbanks District. If a supervisor identifies a new tape that is not available through other agencies, there is a possibility of renting or purchasing the tape through procurement channels.

One program Sweet has started at FDO is the "Feature Tape of the Month" flyer, which is sent out to all

employees of the district to stimulate interest. This flyer spotlights a tape, acquainting employees with the availability of a subject that might pique their interest.

"In-house training is cost effective," says Sweet. "The District saves dollars on travel, per diem, and instructors. It allows more flexible training since it is available to use whenever the workload allows, instead of requiring that the employee leave the job at a scheduled time."

Deltak courses have long been offered as a less expensive alternative to formal classes, but even these have had to be scheduled through the Alaska State Office subject to trainer availability and dictates of the budget. In the future Sweet will be trained and checked out to teach Deltak courses, which will allow courses to be taught more frequently in Fairbanks. This new feature to his job should be a natural to Sweet after his experience in the Air Force as an instructor of management courses. "I enjoyed those years of teaching," says Sweet. "It was a very rewarding experience knowing that I may somehow have enriched the lives of others. I am definitely looking forward to being able to contribute to the quality of the working environment at Fairbanks District Office."

Identifying Your Training Needs

We are approaching the time to identify our training needs for the new fiscal year. The method we use to identify our needs is critical for training, is important to our success in our job and in the overall performance of this organization.

The primary goal of training is to develop those skills and knowledge necessary to improve our job performance. We can fulfill this goal and reduce training costs by focusing on our present PIPR job elements and our performance relative to each element. The difference between what we do in our job and what we could ideally do may be addressed through training. However, too often training is attended and performance doesn't significantly improve. To maximize the return of our investment, we must sharpen our ability to accurately identify our training needs. This requires not only knowledgeable supervisory input, but also a systematic process of examining the performance need.

To examine our performance needs, we must ask questions such as:

--Are my PIPR job elements realistically written? If not, simply rewriting them may eliminate the training need.

--Could my performance be improved through a desk aid such as a procedural outline listing how to accomplish a job task?

--Could my knowledge or skill be improved by working closely with another employee who performs the task well?

--Is my work environment too disruptive for productivity to occur? If so, training won't help, but perhaps rearranging the office or reassigning some duties could.

--What is your attitude toward the task? It is difficult to change attitude by attending training. Maybe I should discuss my feelings with my supervisor.

--Is my motivation in attending the training to develop my skill and knowledge to apply it in my job or is it to acquire information that is nice to know?

To keep training costs to a minimum and yet meet our training requirements, we should consider the following in the order presented.

--Use our district office learning centers whenever we can to meet our needs.

--Attend training courses offered in-house that have little or no tuition cost.

--Examine local college course offerings to see if they could help.

--To minimize expensive travel costs, attend locally offered training whenever it can meet our needs.

We must actively pursue training opportunities that will assist us in improving our job performance. In that endeavor, each of us have the responsibility to acquire quality training at the lowest possible cost. Let's all help!

ASO Clerical Staff Recognized



State Director Michael Penfold, ASO deputy state directors, branch chiefs, and section chiefs honored the ASO clerical staff with a reception May 10. Food was abundant and entertainment was provided by a clown. Penfold emphasized, "The clerical staff is the backbone of our organization." SD Secretary Elaine Barankiewicz (left) and DSD Operations Secretary Beena Joyner (right) share a laugh with clown Dave Dorris.



On May 30 friends and fellow employees gathered to "roast" George Schmidt and to wish him a happy retirement. (above) George cuts the cake as his daughter, Barbara, looks on.

ACCOLADES

SUSTAINED SUPERIOR PERFORMANCE AWARD

Patsy Lynch, Land Law Examiner, FDO
Norman Ames, Cartographic Technician,
ASO Division of Operations
John Douts, Photolithographer, ASO
Division of Operations
Debra Feay, Bindery Machine Operator,
ASO Division of Operations
Clifford Ligons, Equal Employment
Specialist, FDO
Charles Luddington, Bindery Machine
Operator, ASO Division of Operations
Richard Lundy, Photolithographer, ASO
Division of Operations
Garth Olson, Photolithographer, ASO
Division of Operations
Dwayne Richardson, Photolithographer,
ASO Division of Operations
Ronald Krishnek, Warehouse Worker
Foreman, AFS
Barbara Ruote, Cartographic Technician,
ASO Division of Operations
Patricia Smith, Offset Press Operator
Leader, ASO Division of Operations
William Waldron, Cartographic
Technician, ASO Division of Operations
Dean Crabbs, Criminal Investigator, ASO
Division of Operations
Gerald Wyse, Automotive Mechanic, FDO
Lorna Koop, Classification Assistant, ASO
Division of Administration
Tricia Hogervorst-Rukke, Writer-Editor,
ASO Public Affairs
Edward Bovy, Technical Publications
Editor, ASO Public Affairs
Linda Bestul, Secretary, ASO Division of
Conveyance Management
Linda Domingos, Supervisory General
Supply Specialist, AFS
Anne Smith, Supervisory General Supply
Specialist, FDO

Wallace Ballow, Program Analyst, FDO
Darlene Morris, Clerk Typist, FDO
Janet Eubanks, Legal Technician, FDO

QUALITY STEP INCREASE

Michael Wintch, Program Analyst, ASO
Division of Cadastral Survey

SPECIAL ACT AWARD

Doris Bates, Supervisory Miscellaneous
Documents Examiner, ASO Division of
Operations
Sharon Hamson, Purchasing Agent, FDO
Ethel McMilin, Miscellaneous Documents
Examiner, FDO
Frances Goen, Supervisory Procurement
Agent, FDO

The following members of the Fortymile
Reorganization/Relocation Group received
a Special Act group award.

Jerry Abare, Supply Technician
Vicky Brinkman, Clerical Assistant/
Contract Representative
Robert Burritt, Realty Specialist/Natural
Resource Specialist
George Casteel, Maintenance Worker
James Conners, Maintenance Mechanic
Alonzo Kelly, Outdoor Recreation Planner
Leeroy Kuebler, Maintenance Mechanic
Wally Leonard, Motor Vehicle Operator
Mark Lindsoe, Motor Vehicle Operator
Gerald Nordmann, Natural Resource
Specialist
John Palmer, Motor Vehicle Operator
Brian Pederson, Motor Vehicle Operator
James Sisk, Natural Resource Specialist
Fred Sortman, Warehouse Worker
Larry Standish, Warehouse Worker

WELCOME ABOARD (May 1985)

Mary Bagley, Clerk Typist, ASO Division of
Conveyance Management
Bernard Benson, Cartographic
Technician, ASO Division of Operations
Richard J. Cainelli, Microform Equipment
Operator, ASO Division of Operations
William Diel, Cartographic Aid, ASO
Division of Cadastral Survey
Betty Jo Ostly, Legal Clerk, ASO
Division of Operations
Stacy Ponder, Clerk Typist, ASO
Division of Operations
Zeke Reister, Lead Forestry Technician,
AFS
Carla Riley, Miscellaneous Documents
Examiner, ASO Division of Mineral
Resources
Thomas Shearer, Forestry Technician,
AFS

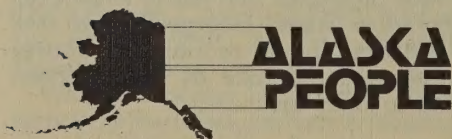
MOVING ON (May 1985)

Sandra Behnke, Procurement Clerk, ASO
Division of Administration
Jeffrey Browne, Lead Forestry
Technician, AFS
Bruce Dunn, Technical Manual Writer,
ASO Division of Operations
Donald Howell, Supervisory Computer
Specialist, ASO Division of Operations
(retired)
Scott Pearl, Forestry Technician, AFS
Robin Rodriguez, Secretary, ADO
Connie Wesolowski, Computer
Operator, AFS

Bureau of Land Management

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